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Before the passage of the Employee Polygraph Protection Act of 1988, thousands of companies used polygraph examinations to assess job applicants' predisposition to engage in dishonest activities. Despite the virtual outlawing of this procedure, screening alternatives are still needed in business. In this work, Dr. John Jones presents the current research on honesty, or integrity, tests, providing a thorough discussion of the available alternatives as well as a summary of the Model Guidelines to be used for honesty testing programs. The book covers the history of honesty testing, the current state-of-the-art research, and assessments of future trends and applications. The work is divided into four separate sections. The first four chapters chronicle the 40-year history of integrity testing, summarize how companies attempt to control employee theft, and review research showing that the use of honesty tests yields a meaningful return-on-investment. The second section focuses on current research trends. Among the topics discussed are the psychometric properties of a leading integrity test, the theoretical foundation for overt honesty tests, the accuracy of tests and ways to reduce classification errors, applicants' reactions to tests, and the organizational climate of honesty. The five chapters in section three cover future directions in preemployment testing, including discussions of tests designed to predict productivity, turnover, drug use, violence, and accidents. The final section provides practical information for companies seeking to implement integrity testing, such as integrating tests into the selection process and maintaining applicants' privacy rights. This work will be a useful reference for professionals in the fields of security management, human resources, and organizational behavior and for courses in business management, as well as a valuable addition to both public and academic libraries. With substantial expansion of primary education during the 1990s and 2000s and consequent high demand for secondary education, many developing countries are seeking to expand their vocational education at the secondary level to prepare young students for employment. While some recent studies show positive labor market outcomes for graduates from vocational education track, however, investment in

pre-employment VET in developing countries in general turned out to be inefficient. This means that more comprehensive and prudent approach is required. By analyzing Korean experiences on pre-employment VET reform efforts, this study attempted to identify critical factors that developing countries need to consider when designing, implementing and evaluating pre-employment VET systems and policies. Based on the Autism Works Now!® Workplace Readiness Workshop, this interactive resource shows how to help students aged 14-17 develop the necessary transition skills for getting and keeping a meaningful job, with accompanying worksheets available to download. Structured around 2-hour weekly sessions over an eight month period, the program is ideal for teaching to groups of students with autism. It covers essential topics such as organization and time management, interview skills, appropriate workplace attire, and networking. It advises on how to arrange a field trip to local businesses so students can gain experience of being in the workplace. Worksheets and questionnaires help to track progress and discover what types of job will be appropriate based on an individual's skills and interests, and the book also includes a template for creating effective resumes. Aptitude tests are a critical and the most common element in the job selection process. These tests (also known as IQ, intelligence and psychometric tests) measure a range of verbal, numerical & abstract skills. These tests, mostly developed by testing agencies and specialists in the field such as SHL and OPP, are commonly used by recruitment agencies and employers. They aim at evaluating your intelligence and are used for one purpose only to assist recruiters in finding those candidates with the highest scores. Aptitude tests are rather difficult, but the good news is that Job Test Prep offers: introduction to and knowledge of the relevant tests and test providers such as SHL, prior to the real ones individually tailored courses based on your line of work multi mode on-line training system 'step-by-step' and 'real simulation' mode. constructive feedback and tips on how to improve your scores in your next test. These four elements will significantly improve your tests results and thus, improve your chances to land that job. Once you've completed this preparation book, you'll feel knowledgeable, comfortable and ready to face the challenge of the test. \*\*\*Author Radio Interview Join Dr. Frank A. Colaprete for an upcoming interview on the Privacy Piracy show on KUCI 88.9FM. Click here on September 2nd, 2013 at 8:00 a.m. PST to listen in. Pre-employment investigations have been the subject of intense review and debate since 9/11 made the vetting of applicants a critical function of every organization. Nowhere has the scrutiny been more intense than in the public safety sector. Pre-Employment Background Investigations for Public Safety Professionals provides readers with the knowledge, investigative techniques, applicable laws, decision-making models, and tools to successfully implement and manage the process of pre-employment investigation. The book focuses on six key topics: Practical implications of pre-employment investigation The pre-

employment screening process Legal issues in the hiring process Medical and psychological standards of pre-employment screening Informational sources and the final investigative package The past predicting the future of pre-employment investigations Each chapter begins with learning objectives and key terms and concepts. Discussion questions and exercises appear at the end of each chapter to test readers' assimilation of the material. A comprehensive review of all the issues faced in the investigation and hiring process, this volume assists all stakeholders in the hiring arena by highlighting the critical steps involved in vetting a prospective employee. While no screening process can be completely failsafe, this volume enables decision makers to move confidently through the hiring process, quickly weeding out the most likely problematic hires so that the ideal employee can be selected. The HR Knowledge Center at the Society for Human Resource Management responds to thousands of questions every year from HR professionals and business leaders. The detailed and reliable answers that are provided span a wide array of people management topics, from HR management and development to employee relations and regulatory and legal compliance. In 107 Frequently Asked Questions About Staffing Management, Margaret Fiester, SHRM-SCP, has compiled the most often asked questions related to hiring, I-9 compliance, independent contractors, interviewing, pre-employment testing, recruiting, retention, termination, workforce planning, and much more. For example, the answers to these most commonly asked questions are included in this essential resource: \* Can an employer rescind a job offer? \* How do I calculate retention? Is retention related to turnover? \* What compliance issues are involved in creating a pre-employment test? \* How should a company develop a staffing plan? This book will let you benefit from the experts in the HR Knowledge Center. Their insights will help you better understand and manage your human resources functions. A report that describes the situation with pre-employment health screening (PEHS) in the NHS in England and the legislation and national guidance underpinning activity. It discusses the economic and ethical issues and the argument for change. This book revisits skills development policies and points to new directions for making training programs more effective and responsive in increasingly competitive labor market.

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